

## **Program Performance Review: Culmination Meeting Memo**

### **Ethnic Studies - Asian American Studies BA Program**

The 2023-2024 Program Performance Review (PPR) process for the Ethnic Studies – Asian American Studies BA program in the College of Humanities and Social Sciences (HSS) concluded with a culmination meeting on January 31, 2025.

The following people attended the meeting: Amir Dabirian (Provost), Sean Walker (Deputy Provost), Merri Lynn Casem (AVP of Undergraduate Studies and General Education, AVPUSGE), Jessica Stern (Dean), Carl Wendt (Associate Dean), Laura Zettel-Watson (Associate Dean), Eric Reyes (Department Chair), Brian Chung (Faculty), Thomas Fujita-Rony (Faculty), Eliza Noh (Faculty), Tu-Uyen Nguyen (Faculty), Davorn Sisavath (Faculty), Jennifer Yee (Faculty), and Su Swarat (Senior AVP for Institutional Effectiveness and Planning, SAVPIEP).

The Provost congratulated the program for completing the PPR process and thanked the program for its great contribution to the university. The following specific accomplishments were highlighted during the PPR process:

- The program is a leading multidisciplinary program in the CSU with faculty that produce research, teach, and serve in their communities. The Provost commended the program for supporting students to learn not only the Asian American culture and impact but also how to function in a global society.
- The department has a positive working environment between senior and junior faculty, and strong and supportive leadership that encourages faculty to engage in department work. This is particularly important faculty recruitment.
- Faculty scholarship and department curriculum reflect the priorities and trends in the discipline, and it is clear faculty are committed to community-engaged learning. The Provost commended the program for embedding high-impact practices in the curriculum.
- The department has an established assessment committee and has worked to embed assessment in department practice.
- The department continues to provide civically engaged, high-impact, and transformative learning experiences to its students while meeting the needs of the new General Education Area F Ethnic Studies requirement.
- The advising process has been redesigned to better meet student needs. New elements include an advising committee, co-advisors, and online and in-person support.

Major recommendations and issues raised through the PPR process were discussed as follows:

1. Program growth:
  - The external reviewers recommended the department to prioritize curricular development and collaborate with campus and community partners to increase the number of majors.
  - The faculty expressed concerns regarding the program being included as a “low degree conferral” program and asked for the number of double majors and minors to be included in the enrollment counts.
  - The Provost encouraged the program to reach out and integrate the curriculum with other departments. This effort would help students understand what the program/major is and

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thus help attract more majors/minors. The department could also consider building a concentration for other majors.

- The Chair stated that he would be exploring these possibilities with the faculty. He stated that the number of minors is increasing, but more efforts are needed to foster “intentional cohorts”.
- The Dean recommended the department to grow beyond a service department and recruit more majors that would allow faculty to teach and mentor in their areas of expertise. The Deputy Provost added that robust enrollment would help sustain curriculum sustainability, student community, faculty-guided learning experiences, and ultimately faculty recruitment.
- The AVPUSGE offered support to facilitate course/curriculum development and revision, and encouraged the program to explore ADT pathways with community colleges.

#### **2. Area F funds:**

- The faculty expressed the importance of Area F funds in expanding and growing the department, and requested that Area F funds be protected.
- The Provost concurred that Area F funds are meant to support ethnic studies growth, including increasing faculty support, student enrollment, and administrative support. The funds need to be used on a regular basis and show impact on the program. He requested the department to develop a plan on how to spend Area F resources in the aforementioned areas as well as capital improvement, and recommended the plan to articulate how the funds can be used to demonstrate the impact of the program in the community etc.
  - The faculty asked for the possibility of having ample time (e.g. 5-year time frame) to determine the spending plan.
  - The Dean urged the program to work with her office to act sooner, while reaffirmed commitment to ensuring faculty involvement, transparency in how funds are spent, and adequate budget support.
- The Chair agreed to work with the Dean’s office and have a conversation with the faculty on drafting the spending plan.

#### **3. Resource needs:**

- The external reviewers recommended the department to work with the Dean’s office on a few needs that include:
  - Revisit the department Chair’s role to ensure appropriate support for the Chair and consider adding a Vice Chair.
  - Advocate for faculty lines.
  - Secure sufficient staff needed for the department to operate efficiently.
  - Identify appropriate physical space for department needs, such as a private space for student advising.
- The Provost acknowledged the needs and recommended the department to follow up with the Dean to explore possibilities, including some space to be vacated in the HSS building.

The Chair expressed gratitude to fellow faculty colleagues and shared a memo that provided details on several department updates. The Provost concluded the meeting by thanking the department leadership and faculty for their contribution to the university and the community.